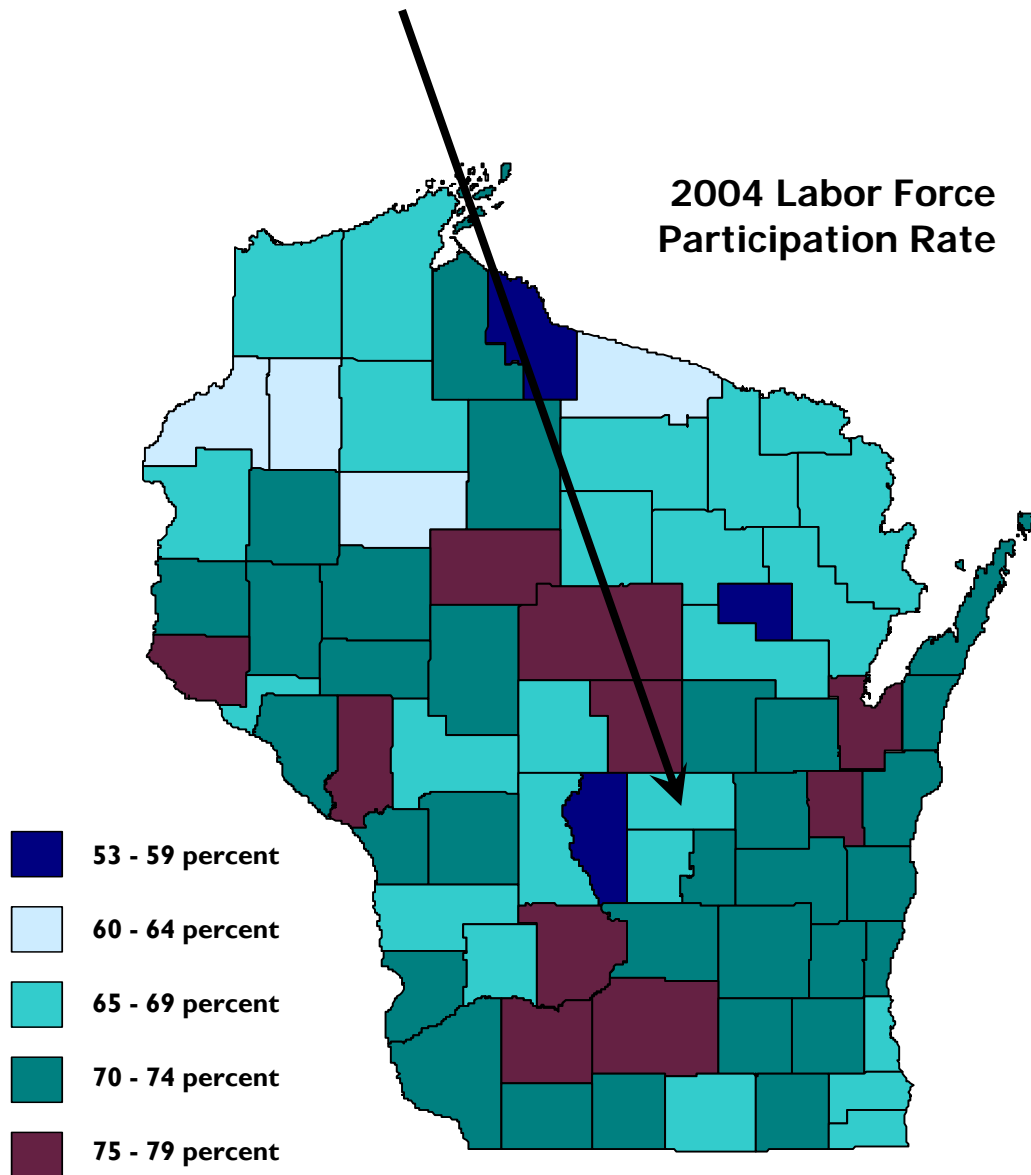


Waushara County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

December 2005

OEA-10662-P

County Population and Labor Force

The population growth rate for Waushara County has increased at a faster pace than the state and nation between 2000 and 2005. Since 2000, the population in the county increased by 1,852 residents. Projections for the period 2000 to 2020 indicate that the county will have a higher growth rate than the state and the nation. The overall growth rate for the county through 2020 is expected to be 20.2 percent, compared to 13.9 percent for the state and 19.3 percent for the nation.

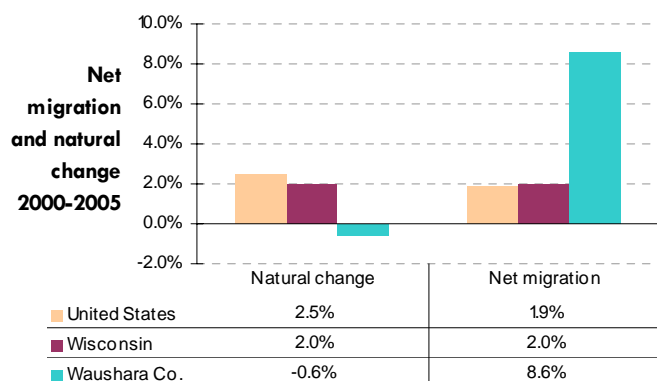
The percent of the population aged 16 years and over that is currently in the labor force is 65.8 percent. This is below the statewide average of 70.8 percent but just above the nation's participation rate of 65.4 percent. The percentage of workers in the labor force fluctuates on a monthly and annual basis depending on where we are in the economic cycle during the year as well as how the overall economy is doing. Generally, the participation rate in Wisconsin is above the national average. Wisconsin's labor force participation rate is usually in the top five nationally. A disadvantage of a high participation rate is potential restrictions on future job growth for the region. How do you create more jobs without a pool of available workers?

The county has a participation rate that is less than the average for Wisconsin, however, this does not necessarily mean that the area has a surplus of workers available to enter the labor force. The make-up of the county's population by age group is different than the state and nation. The percentage of the population in the age groups under 60 years is below the state and nation, while the percentage of the county's population over age 60 is

Five largest municipalities in Waushara County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Waushara County	23,066	24,918	1,852	8.0%
Marion, Town	2,065	2,207	142	6.9%
Wautoma, City	1,998	2,096	98	4.9%
Redgranite, Village	1,040	2,051	1,011	97.2%
Springwater, Town	1,389	1,423	34	2.4%
Leon, Town	1,281	1,411	130	10.1%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



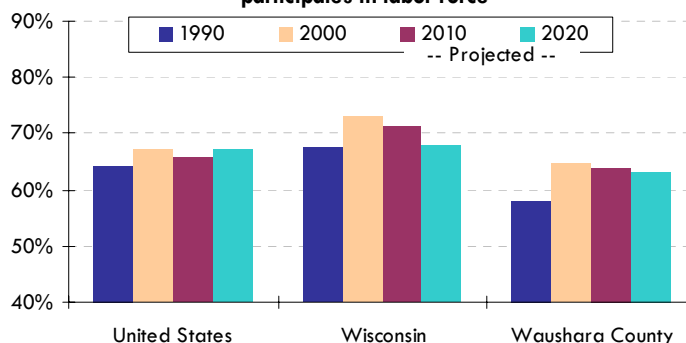
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Waushara County
Total population in 2000	281,424,602	5,363,715	23,066
Population est. Jan. 1, 2005	295,160,302	5,580,757	24,918
Change	13,735,700	217,042	1,852
% change	4.9%	4.0%	8.0%
2005 Labor force population*	224,837,000	4,339,938	19,313
Share of total population	76.2%	78%	77.5%
Labor force	147,125,000	3,071,179	12,715
Labor force participation rate	65.4%	70.8%	65.8%
2005 Population 16 yrs. & over	228,621,674	4,417,313	20,448
16-24 yrs old	37,489,370	743,764	3,125
Share of population 16+ yrs	16.4%	16.8%	15.3%
25-59 yrs old	142,248,896	2,708,865	11,206
Share of population 16+ yrs	62.2%	61.3%	54.8%
60 yrs and older	48,883,408	964,684	6,117
Share of population 16+ yrs	21.4%	21.8%	29.9%
Projected population: 2020	335,804,546	6,110,878	27,726
Population 16 yrs. & over	264,085,104	4,869,573	23,774
16-24 yrs old	37,918,865	681,586	2,146
Share of population 16+ yrs	14.4%	14.0%	9.0%
25-59 yrs old	150,678,402	2,756,884	12,315
Share of population 16+ yrs	57.1%	56.6%	51.8%
60 yrs and older	75,487,837	1,431,103	9,313
Share of population 16+ yrs	28.6%	29.4%	39.2%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

well above the state and national average and is projected to remain above through 2020 projection period, rising to over 39 percent of the county's population. This puts a high portion of the county's population at, or at least near, retirement and potentially limit the availability of job growth in the county, thus limiting future economic expansion.

Revised Labor Force

The county's labor force had its largest increase of workers between 1999 and 2000 when it increased by 1,377 workers. This was the period just before the most recent recession. However, the change in labor force at this point in time may be the result of a change in the estimating as a result of the 2000 census and created a break in the data. There was another large increase in the labor force in 2001. This is about the same time as the new prison opened in Redgranite.

The county's unemployment rate reached its lowest point in and 2000 at 4.1 percent. The rate in the county increased with the onset of the recession in 2001. Although the recession also ended in 2001, the unemployment rate continued to rise through 2003 when it reached 6.3 percent. Since that time, the number of unemployed and the rate has dropped. During the last fifteen years, the county's unemployment rate has been above the state and national averages.

Currently the labor force for the county is at 12,715. Although the unemployment rate has moderated during the last year, the number of workers estimated to be unemployed remains above the long term average of 623.

Waushara County Civilian Labor Force Estimates

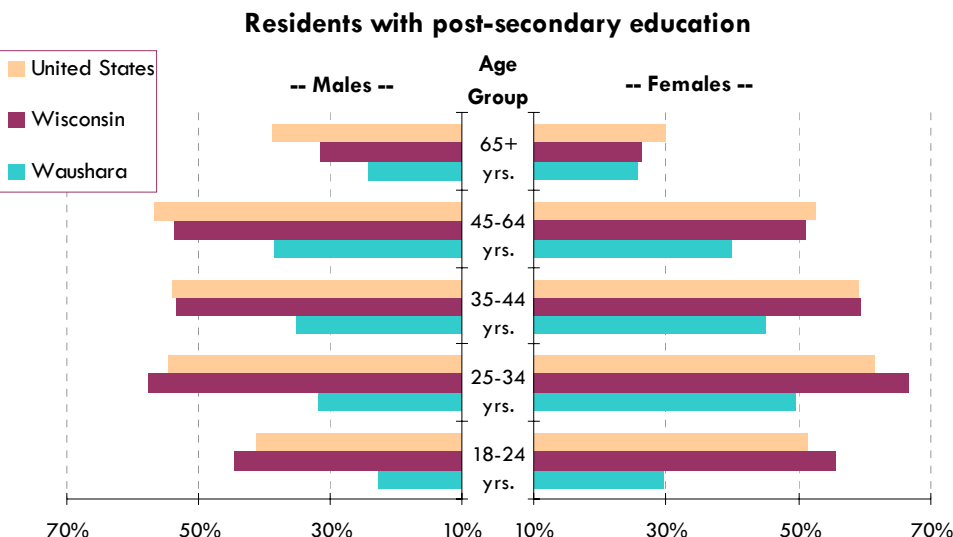
	Labor force	Employed	Unemployed	Unemployed rate
1990	9,072	8,524	548	6.0%
1991	9,162	8,500	662	7.2%
1992	9,309	8,654	655	7.0%
1993	9,497	8,829	668	7.0%
1994	9,465	8,814	651	6.9%
1995	9,792	9,238	554	5.7%
1996	10,131	9,530	601	5.9%
1997	10,678	10,075	603	5.6%
1998	10,604	10,079	525	5.0%
1999	10,442	9,971	471	4.5%
2000	11,819	11,338	481	4.1%
2001	12,415	11,775	640	5.2%
2002	12,443	11,698	745	6.0%
2003	12,784	11,975	809	6.3%
2004	12,715	11,989	726	5.7%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

The focus of this county's analysis to this point has been on quantitative changes in Waushara County's population and labor force. At this point we will move to information on the quality of the county's labor force in comparison with the state and nation by age and gender.

Among the ways which experts measure the overall quality of a region's skilled workforce is through an analysis of the level of education attainment among the population. An example of this type of analysis is depicted in the graph below. In reviewing this data, a number of significant trends are apparent.



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

The average wage for all jobs in Waushara County in 2004 was \$23,766. Wages in the county were at 68.4 percent of the statewide average. None of the county's industry groups had an average wage above the state average. The public administration sector came the closest to the state average at 85.3 percent. This industry sector would include the prison at Redgranite.

The highest paying industry in the county is manufacturing at \$31,728. The wages in this industry, however, were 80.6 percent of the state average. Wages in the public administration industry were the second highest in the county (\$31,005).

While manufacturing had the highest average wage in the county, it was not the greatest source of wages in the county. Manufacturing provided almost \$28.6 million in wages to its workers. This was surpassed by the trade, transportation and utilities industry with over \$31.8 million in wages. This industry also provided the greatest number of jobs in the county (1,313).

While an area needs to have diversity in the types of industries it has, it is also useful to look at the ratio of jobs to wages of an industry. Manufacturing generally provides a greater share of wages to the economy in relation to the

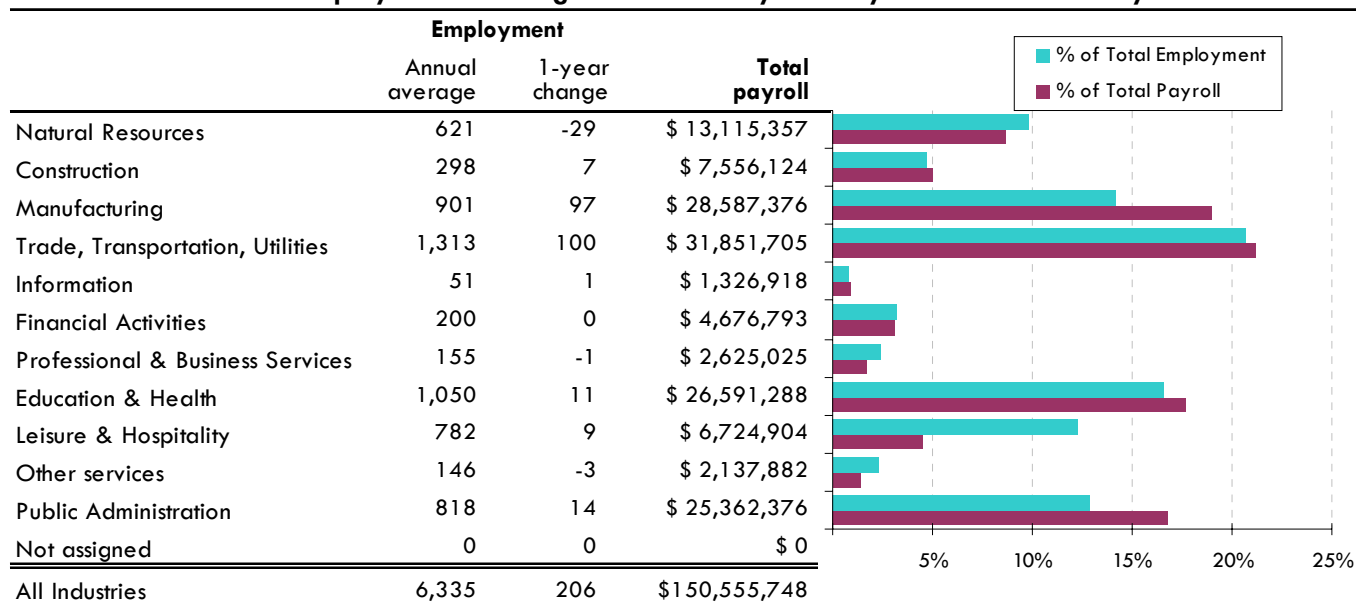
Average Annual Wage by Industry Division in 2004

	2004	2004		
	Average Annual Wage		Percent of	1-year
	Wisconsin	Waushara County	Wisconsin	% change
All Industries	\$ 34,749	\$ 23,766	68.4%	6.2%
Natural resources	\$ 27,399	\$ 21,120	77.1%	5.4%
Construction	\$ 41,258	\$ 25,356	61.5%	8.8%
Manufacturing	\$ 44,145	\$ 31,728	71.9%	13.3%
Trade, Transportation, Utilities	\$ 30,088	\$ 24,259	80.6%	4.5%
Information	\$ 41,759	\$ 26,018	62.3%	10.7%
Financial activities	\$ 45,103	\$ 23,384	51.8%	7.1%
Professional & Business Services	\$ 39,580	\$ 16,936	42.8%	-6.4%
Education & Health	\$ 36,408	\$ 25,325	69.6%	3.1%
Leisure & Hospitality	\$ 12,295	\$ 8,600	69.9%	10.5%
Other services	\$ 20,207	\$ 14,643	72.5%	1.5%
Public Administration	\$ 36,347	\$ 31,005	85.3%	1.0%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

number of jobs. In Waushara County 14.2 percent of the jobs are in manufacturing, but provide 19.0 percent of all the wages in the county. This is the converse of the leisure and hospitality industry with 12.3 percent of the county's jobs, but only 4.5 percent of the county's wage base. Other industries with a positive wage to job ratio in Waushara County include public administration (12.9% to 16.8%), education and health (16.6% to 17.7%) and trade, transportation and utilities (20.7% to 21.2%).

2004 employment and wage distribution by industry in Waushara County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Waushara County

Establishment	Product or Service	Size (Dec. 2004)
County of Waushara	Executive & legislative offices, combined	250-499 employees
Redgranite Correctional Inst.	Correctional institutions	250-499 employees
Wautoma Public School	Elementary & secondary schools	250-499 employees
Milsco Manufacturing	Motor vehicle seating & interior trim mfg.	100-249 employees
Fleet Guard Inc	Misc. general purpose machinery mfg.	100-249 employees
Wild Rose Public School	Elementary & secondary schools	100-249 employees
Tri-County Area School	Elementary & secondary schools	100-249 employees
Plainfield Trucking Inc	Gen. freight trucking, local	100-249 employees
G R Kirk Co	Nursery & tree production	100-249 employees
Mayville Engineering Co Inc	Metal coating & nonprecious engraving	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Waushara County

NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Educational services	5	558	-6	-26
Food services and drinking places	44	553	-8	-17
Executive, legislative, & gen government	18	425	-10	-11
Justice, public order, & safety activity	*	*	not avail.	not avail.
Food and beverage stores	9	293	110	37
Transportation equipment manufacturing	*	*	not avail.	not avail.
Crop production	24	223	-69	-149
Nursing and residential care facilities	7	221	8	-33
Machinery manufacturing	*	*	not avail.	not avail.
Specialty trade contractors	44	182	15	-16

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

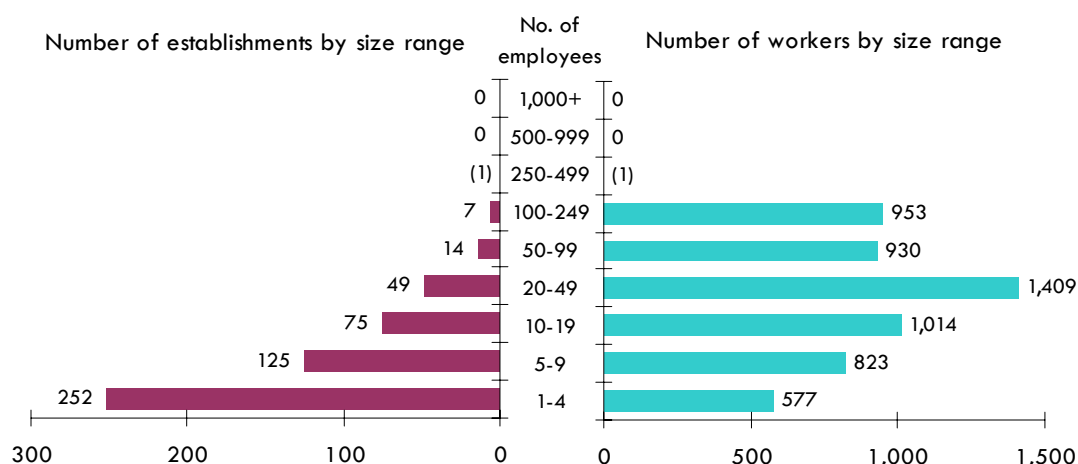
Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Waushara County has a smaller percentage of jobs in manufacturing than the state, but more than the nation, (14 percent verses about 18 percent for Wisconsin and about 11 percent for the nation). This is reflected with only two of the county's largest employers and two of the largest industries coming from manufacturing.

The top ten employers list includes county and state government, and three of the county's school districts. It is not unusual for government services and schools to be a part of the ten largest employers in the county. These employers are limited in number and provide services to large sectors of the population. Therefore, they tend to have a concentrated number of workers. The Redgranite Correctional Institute is a relatively new employer in the county opening since 2000 and has had an impact on employment and wages in the area.

The graph on the bottom of this page indicates that the majority of the county's employers are small with less than 9 employees (72.3 percent), however, they only provide 24.5 percent of the county's jobs. Employers with at least 20 workers employ nearly 58 percent of the workers, but represent only 13.2 percent of the employers.

Waushara County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Per Capita Personal Income

One other aspect of looking at the local economy is the per capita personal income (PCPI) in the county. Because the income is derived from all sources, it tells more than just what wages or types of jobs are available. The latest PCPI available is for the year 2003. PCPI in Waushara County was \$21,762. The county's PCPI ranks 69th out of the state's 72 counties in amount and 62nd in its five year growth rate. PCPI in the county was \$8,923 below the state, and \$9,710 less than the national average.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from holdings, accrued interest, rental property income, retirement benefits, social security and other government transfer payments.

The ranking of the county's PCPI is low in the state. This is not unusual for a rural county to have a low ranking. Generally wages are lower in rural counties than their more urban counterparts, and wages are the largest single source of personal income. In Waushara County, wages were at 68 percent of the state's average.

Total per capita income is influenced by sources of income other than wages. Net earnings make up 62.2 percent of the county's total income. This is lower than the state average which is 69.9 percent. Remaining income in the county comes from dividends, interest, rental property income (16.0 percent) and transfer payments (21.8 percent). In the state 14 percent of total incomes is from transfer payments and 16.2 from dividends, interest and rent.

The percentage of the sources of the county's in-

come is different than the state breakout. The high amount coming from transfer payments which includes retirement benefits reflects the age profile of the county compared with the state. The county has a greater share of its population at or near the age of 60 compared to the state.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005